

Health Profession Opportunity Grant (HPOG) Program **Fact Sheet**

HPOG is a tested, effective health care job training program that addresses workforce shortages and fills in-demand jobs with individuals who need help achieving their career goal of working in health professions. The HPOG model uses a “career pathway” approach, which offers stackable credentials in entry-level, mid-level, and high-level trainings to provide a supportive pathway to a well-paying career (not just an entry-level job) in a health profession experiencing shortages of qualified applicants. The dozens of career pathways available through the HPOG model include becoming a [Nurse](#), an [Emergency Medical Technician](#), [health information technician](#), or a [surgical technician](#). The proven model includes:

- ✓ Career pathway approach: including apprenticeships, stackable credentials, and ongoing training to support advancement
- ✓ Work supports: including child care, transportation, stipends, work supplies, uniforms, and application fees
- ✓ Case management: including goal setting, mentoring and career coaching, education planning, interview coaching, and job placement

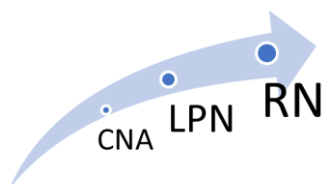
The HPOG program opens the door to career opportunities for women, who are disproportionately left behind in workforce training programs. The vast majority of HPOG participants are low-income single mothers of color in their 20s and 30s with household incomes of less than \$20,000 in the year before enrolling. To date, the HPOG program has helped over 80,000 people meet their career goals of working in the health care field.

The HPOG program stands out among other job training approaches because of the mix of supportive services provided as part of the program, like child care, transportation, career coaching, job placement, income support, and ongoing post-employment training. Those receiving HPOG services are more likely to enroll in and complete health workforce training, and are more likely to meet their career goal of being employed in a health profession upon graduation, when compared to otherwise similar workers.

Despite its success, the HPOG Program ended during the pandemic. At time of closure, HPOG funded [32 effective local programs](#) in 21 states and 5 tribal nations using demonstration grant funding which was first authorized in 2010 and fully expired at the end of FY 2022. **The Pathways to Health Careers Act** would provide \$425 million to not only re-start the proven-effective HPOG Programs, but also to [make HPOG funds available nationwide](#), build on HPOG strengths, and authorize additional demonstration grants for additional research in training allied health professionals.

CASE IN POINT: HPOG & the nursing career pathway

Federal projections indicate that the nursing field is one of the fastest growing in-demand occupations that requires postsecondary education. But annual average earnings for a typical entry level Certified Nursing Assistant (CNA) are near the federal poverty level.



Because the HPOG program is designed to move people toward family-sustaining wages, HPOG grantees don't stop after individuals earn CNA certification; the training bundles the certification with other credentials, which creates a career ladder for promotion within the field and advance along a career pathway to move into a higher paying job. This career pathway model makes the initial CNA job more attractive, helping address the workforce shortage, and ensures that workers have room to grow their careers without getting stuck in low-wage jobs.